

APPENDIX A

To: Co-Chairs Senator Andreason and Representative Schaefer
cc: State Employee Compensation Interim Committee Members
From: Jana Kemp
Date: October 20, 2005

RE: October 25, 2005 Meeting

I'm sorry to not be with you for this meeting, I'm with my mother celebrating her 70th birthday.

Over the last month, I (as I'm sure you have too) have received half-a-dozen letters from state employees and previous agency presenters asking us to prioritize funding for pay raises. I support funding pay raises for those agencies that have clear performance and compensation plans in place and/or outlined for implementation.

In addition to the agenda we've received, here are some of the questions I'd like to see addressed in this meeting.

1. What can Director Heilman present in response to our last meeting request regarding the HR Compensation Plans that the various agencies have and want to have in place? (We've seen ISP's Choice Plan, and the Attorney General's plan request.)
2. Holiday definitions – what about making Thanksgiving a four-day weekend for state employees – both Thursday which is given now and Friday. This could be accomplished by moving another state holiday such as Columbus Day to the “day after Thanksgiving.”
3. Please add to the Legislative proposals 10:30 a.m. agenda item – these legislative questions and items offered at the last two meetings.

How can the \$211M above-projection from FY2005 be tapped to address CEC?

The 2005 extra pay-period was covered financially – why not build that same dollar amount into the budget going forward and apply the dollars to gaining “market” pay?

Corrections Dept – “for 23 years has been taking personnel money and spending it in other places.” WHO investigates this? How much money has been moved? AND to what line items?

67-5302 – Section 15. Ann H said this section is in conflict with another code section. Which one? What needs to be changed/fixed?

67-5303 – Section j. Ann H said this section needs updates. State is in compliance but updates are needed. WHAT is needed?

67-5304 – Clarification is needed to establish agency authority for ongoing funding of raises in salary and for funding bonuses. What code changes are needed?

67-5309A – Benefits – 90 days waiting. Pam A. says to eliminate the 90 day waiting period would cost about \$1.M per year. Yet, Ann H says that waiting 3 months to be eligible is no longer competitive. What do we need to do? Is there another code already that can help us here?

67-5309C – Pay Grades – What changes are needed here? The state is not in compliance with its own laws.

67-5309C – Section b(iv) – changes needed in language to allow for saved monies to be used for bonuses.

67-5326 – Ann H indicated a fix is needed here regarding 80 hours versus 100 hours being able to accrue. WHAT is the actual fix needed?

67-5342 – “not under duress.” Language in this code needs to be changes. Senator Kelly said she could help solve this language issue.

For the 1:30 agenda item:

Is adding the following language to 67-3511.(1) sufficient for preventing personnel/salary dollars being spent on non-personnel items – or being sure that personnel money is fully spent on personnel before being moved elsewhere?

“No appropriation made for personnel costs shall be expended for other than personnel costs.” Or is this sentence also needed – “Monies left in personnel budgets are to be applied to bringing employees to their market pay rate or once all agency employees are at market pay rate, the remaining monies are to be returned to the State General Fund for legislative appropriation.” – or “once all agency employees are at market pay rates, the remaining monies can be used for other agency expenses.”

Thanks – sorry to miss the discussion.

5. Future Agenda Items please:

- a. Department of Corrections concerns about pay, shift-differentials, promotion processes.
- b. Agree upon recommendations for legislation.

I respectfully ask that this letter be an attachment to this meeting’s minutes.

And, I look forward to learning when the next meeting is and being able to join you again. (The week of November 14 I am already completely booked.)

Thanks – Jana Kemp, Representative and committee member